

**Friedman, Adam S.**

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**From:** Jayne Davis <shootsdavis@gmail.com>  
**Sent:** Saturday, May 18, 2019 10:47 AM  
**To:** Community Safety Advisory Commission  
**Subject:** vice squad

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

I recently met with my daughter who currently is completing her recovery program in "Catch Court," after no contact for almost 2 years. She shared a concern with me about the elimination of the Vice Squad- no one is arresting prostitutes and johns, so these folks are not getting the help they might otherwise have gotten by being arrested and jailed. What is Columbus Division of Police doing to address this? Glad the problems with the Vice Squad were addressed and parties involved are being held accountable.

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Jayne L. Davis  
JLD Research  
2018 Shallowford Ave.  
Columbus, OH 43234-2032  
(614)565-6084

**Friedman, Adam S.**

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**From:** Kristine Willis <kriswillis1966@yahoo.com>  
**Sent:** Tuesday, June 04, 2019 9:34 AM  
**To:** Community Safety Advisory Commission  
**Subject:** how to get a true survey of what Columbus thinks

Dear whomever; If you want a true survey of what folks in Columbus feel you could start by not making them have to come downtown at rush hour and try to park at an expense or come downtown at all. Why not send a survey or email survey to those who want to voice a reponse..you make it difficult for citizens enough now. Come to them. This survey could be inside the City Water Bill where you're already paying postage. Think about it and maybe Mayor Ginther could make an appearance since no one knows where he's hiding..on the news or anywhere?? Act like you really DO care. ..Consider this my survey response.

**Friedman, Adam S.**

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**From:** Linda Henry <lshenry4@gmail.com>  
**Sent:** Tuesday, June 04, 2019 3:12 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Columbus Division of Police

I have no problem with CPD. They are and have been helpful, curious, respectful and have addressed every complaint that has been made. I am sure that others will have different perspective, but I can't think of anything.

I will say that the 13th Pct. Could a 2nd. CLO as this is a huge Pct.. We need one for the near Southside and another for the far Southside. I am not complaining about our CLO, as he is doing a fantastic job, he just needs help due to at least 5 to 6 Tuesday night meetings all held on the 2nd Tuesday. This has been a major concern since Officer Brad White. I see the need than and so have other people. Please take this into consideration.

Hank You,  
Linda Henry

Sent from my iPad .

**Friedman, Adam S.**

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**From:** Mohamed O <mohamed43211@yahoo.com>  
**Sent:** Tuesday, June 04, 2019 8:09 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Columbus Community Safety Advisory Commission

Hello,

My name is Mohamed Osman. I have a bias issue from certain members of the Columbus Police Department. These individuals were handling a case that my son died in a car accident last year. Those who were dispatched to the scene did not do what they supposed to do right after the impact. Everyone in Columbus who have heard of the speed of the truck who struck my family vehicle at the rear, asked: What the man was doing at time of the crash? Was he .....? They all came to the same conclusion, and even they did not know each other. It was a rush hour time. Cars were stopping and going slowly in the highway.

Since the man identified himself as a Columbus City firefighter, I believe that is why they did not do what they supposed to do right after the impact. The investigators also said they could not determine the speed of the truck. My question is why they did the investigation if they did not come up with a reasonable estimate of the speed of the truck? The man himself and the witnesses said it was well over 60 MPH. I believe those who were involved in the case were accountable for the outcome of the case. I have obtained all the documents except the redacted ones from the CPD and City Attorney's office.

We have lost a very valuable son who was born, raised, educated, and died in Columbus, Ohio. We did not get the justice for him and for us. That is the bias I am presenting to the commission, and that is what you want to hear from me as a Columbus community member.

Thank you,

Mohamed Osman

**Friedman, Adam S.**

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**From:** Lela Boykin <boykinlela@gmail.com>  
**Sent:** Tuesday, June 04, 2019 11:23 AM  
**To:** Community Safety Advisory Commission  
**Subject:** Community Policing

Would like to see officers who want to be in the community and have the personality to engage with residents without being confrontational in the community.

Their presence in the community will help in building trust with residents.

Want a police chief who is not politically motivated to reprimand and/or fire officers who use excessive force, who force individuals to be confrontational when under arrest.

Lela Boykin

**Friedman, Adam S.**

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**From:** Abiado, Mary Ann G. <MaryAnn.Abiado@ohiohealth.com>  
**Sent:** Monday, June 03, 2019 7:47 AM  
**To:** Community Safety Advisory Commission  
**Subject:** Fw: [EXTERNAL] We\_Want\_to\_Hear\_From\_You-Columbus\_Community\_Safety\_Advisory\_Commission\_Public\_Forums

Dear Colleagues,

Good morning.

I apologize, I will not be able to attend the meeting.

However, I will be interested to review a public report that your team put together. I am especially interested on how the team have envisioned sustainable community support and assistance related to addressing mental health and addiction in the City neighborhoods.

I am a resident of 5473 Wellcrest Court, Galloway, Ohio 43119. Our home is located within the City of Columbus corporation limit.

Sincerely,

Mary Ann G. Abiado

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**Mary Ann G. Abiado, PhD, MSN, RN**  
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Community Health Nurse  
OhioHealth ([www.ohiohealth.com](http://www.ohiohealth.com))  
3430 OhioHealth Parkway  
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**Desk Phone:** (614) 544-4372  
**Cell Phone:** (614) 922-0606 (best contact)

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**From:** City of Columbus-Office of the Mayor <[columbus@public.govdelivery.com](mailto:columbus@public.govdelivery.com)>  
**Sent:** Monday, June 3, 2019 7:01 AM  
**To:** Abiado, Mary Ann G.  
**Subject:** [EXTERNAL] We\_Want\_to\_Hear\_From\_You-Columbus\_Community\_Safety\_Advisory\_Commission\_Public\_Forums

**WARNING:** This email originated from outside of OhioHealth. Please validate the sender's email address before clicking on links or attachments as they may not be safe.

**Friedman, Adam S.**

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**From:** Amy Sutherland <asutherl@insight.rr.com>  
**Sent:** Tuesday, June 04, 2019 10:27 AM  
**To:** Community Safety Advisory Commission  
**Subject:** FW: We Want to Hear From You-Columbus Community Safety Advisory Commission Public Forums  
**Attachments:** Community Safety Advisory Commission 6-4-19 (AutoRecovered).docx

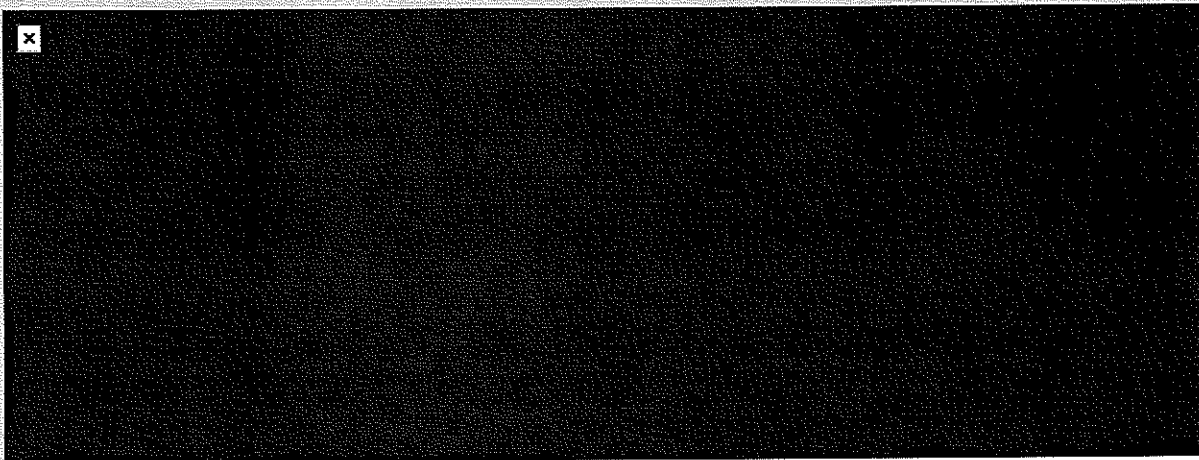
Hello,

Thank you for the opportunity to share my thoughts and experience in the attached letter.

Amy L Sutherland

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**From:** City of Columbus-Office of the Mayor <columbus@public.govdelivery.com>  
**Sent:** Monday, June 3, 2019 7:01 AM  
**To:** [asutherl@insight.rr.com](mailto:asutherl@insight.rr.com)  
**Subject:** We Want to Hear From You-Columbus Community Safety Advisory Commission Public Forums



## **We Want to Hear from You**

Mayor Andrew J. Ginther formed the Columbus Community Safety Advisory Commission in 2018 to review Columbus Division of Police policies, training and procedures. They have spent the last year reviewing existing research of respected law enforcement and social justice experts and will make concrete, actionable recommendations to further strengthen our Division of Police to ensure that safety strategies meet our residents' expectations and protect and serve our entire community.

Now the Commission would like to hear from you.

6-4-19

Community Safety Advisory Commission,

We are fortunate to live in a community where the men and women of the Columbus Division of Police are willing to lay their lives on the line for us each and every day.

I have a son who suffers from mental illness, and the police had come to our home many, many times when we have been in crisis. It would be my hope that every police officer receives CIT training. When a mentally ill person is in crisis, they don't always need a show of force, but may just need someone to talk them into going to the hospital. The first time I had to probate my son I had no idea that five squad cars were going to pull up all at once and that my son, who was being 100% compliant, was going to be laid down on the front lawn in front of the neighborhood and cuffed. This experience then caused PTSD for my son, who when normal, is mild mannered.

I understand that the officers have to look at a situation from all sides to assess the risk to themselves and the public, but I feel that there are huge flaws in the system. The main one being that the police can't pick up the mentally ill unless the mentally ill person has committed a crime. When my son has had a breakdown the police have been to our house multiple times and leave each time because my son has not committed an act of violence. Each time the police have left our home I have been at extreme risk. I have to wait until my son acts out against me before I have him picked up and take to a hospital for evaluation.

In February of 2018, my son was having a major breakdown. I made NetCare aware of the situation and that I may need to probate him. I called the police 3-4 times to take my son to the ER. The first officers to arrive tried to talk my son down and got him to a good place and left. I called again when my life was threatened and officers left as no crime had been committed. The last set of officers to arrive saw my son's marijuana joint on the counter and that was one officer's complete focus. He told us over and over how we could both go to jail for that one joint. He completely ignored my son's raging behavior and instead told me to get rid of the joint or he'd have to take me in. He then told my son to leave the house. My mentally unbalanced son then got in his car and drove off, putting other lives at risk. The next day I started the probate process. Just as I was leaving the house to call the police once again, my son attacked me and beat me. I barely escaped the house alive with my son running down the road after me. Then he finally ended up in the hospital where he should have been taken the night before.

My main point in all this is that when the police officers are called there should be a process in place for those suffering from mental illness that gets them to a hospital for an evaluation long before they try to kill someone. I also think that partnerships with NetCare should happen every time one of these calls is received.

Thank you for the opportunity to speak out,

Amy L Sutherland

6286 New Albany Rd W.  
New Albany, OH 43054  
614-657-9696



**Friedman, Adam S.**

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**From:** Ted Welch <edgewood.acres.officialsitecmh@gmail.com>  
**Sent:** Wednesday, June 05, 2019 3:21 PM  
**To:** Community Safety Advisory Commission  
**Subject:** June 5th Meeting 3PM

To Whom It May Concern,

I received an invitation to attend the meeting this afternoon, and upon driving down to the City Hall Building, I could find no one in the City Parking booth to assist with parking concerns. There was a line of vehicles there and I turned around and returned home. If you are going to ask for my time don't turn me away!

Ted Welch, President  
Edgewood Civic Org., Inc.

**Friedman, Adam S.**

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**From:** goyemb <goyemb@sbcglobal.net>  
**Sent:** Wednesday, June 05, 2019 3:31 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Attendance

Thanks very much for the invitation. I do plan to attend the 6:00pm session. If time is permitted I will like to share in support of CPAAA. Thanks.

Sent from my Samsung Galaxy smartphone.

## **Friedman, Adam S.**

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**From:** Ibrahima Sow <ibouba.22@gmail.com>  
**Sent:** Wednesday, June 05, 2019 4:36 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Columbus Community Safety Advisory Commission Public Hearing

Ibrahima Sow  
107 Hallowell Dr.

Over the past 2 years, I've had the opportunity to engage with the Columbus Division of Police to better understand their work, their thinking, and their operations.

It is true that there are some Officers like Sergeant Christopher Smith-Hughes #5256 and Officer Khaled Baghat, New American Inclusion Liaison Officer, that are exceptional in their love for community, their intentions and engaging community with police, and firmly believe that the CPD should not be racist, stuck in old ways, or not use force when it's not necessary.

When Tyre King was shot multiple times in the back by Police, it turned out the 13 year old was unarmed and running away.

That same year in 2016, I was pulled over and questioned for almost 30mins by 2 police officers that held their hands on their holsters the whole time – ending the conversation with 'this could have turned worse you know'.

When the statistics of police shootings and over-policing demographics in urban settings, and the power exerted by the badge and the cruiser is unchecked – I fear for my life every time I see a cop car (trying not to make eye contact and trying not to look suspicious as if I am a walking suspect). The trauma of internalizing this fact is that there aren't enough people like me in CPD. And when they are able to increase their 'diversity' – it's imperative that the CPD realize that the best type of policing is community policing. I don't mind a Hilliard resident patrolling my neighborhood, as long as this resident (regardless of background) has cultural competency training, de-escalation training, and is trained to shot-to-disarm instead of shot-to-kill. Unless these things happen – I will not feel safe around police officers my taxes pay benefits for, and I won't feel safe having my children grow up in this city of where hijabs are forbidden by the police force and Eid isn't a school holiday.

### **Ibrahima Sow, MBA**

*Co-Founder, Baobab Cultural Consulting*

*Recorder & Member, Ohio New African Immigrants Commission*

*Project Director, Emerging New American Community Team (ENACT) - Ohio History Connection*

*"Go to the people. Live with them. Learn from them. Love them. Start with what they know. Build with what they have. But with the best leaders, when the work is done, the task accomplished, the people will say 'We have done this ourselves.'"*

~ Lao Tzu

**Friedman, Adam S.**

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**From:** Kevin Truitt <kevin.truitt@gmail.com>  
**Sent:** Wednesday, June 05, 2019 5:03 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Columbus Police Department

I am writing to provide my views on the Columbus Police Department and my own personal experiences.

I am very politically engaged and care deeply about my community. I regularly attend rallies, demonstrations, and protests here in Columbus. The CPD officers are often very physically aggressive and sometimes violent with peaceful people exercising their First Amendment rights. It seems people publicly challenging police brutality and violence in particular are targeted with police brutality and violence.

I believe the militarization of the CPD is wrong. Seeing cops with military equipment and weapons and riot gear and so forth against a civilian population is terrifying. The use of pepper spray, a biological weapon, against peaceful demonstrators protesting Donald Trump's Muslim ban in January 2017 was offensive to me. I myself was there and suffered painful injuries even though I had committed no crime. The forceful arrests of the #blackpride4 in June 2017 was also wrong. The CPD should be protecting our constitutional rights, not violating them.

I believe Black Lives Matter. The killings of Ty're King, Henry Green, Jaron Thomas, Julius Tate, Jr. and many others have left deep scars with their families and our communities. The arrest and ruthless prosecution of Masonique Saunders, a teenager, has been embarrassing and destructive and senseless. Why does the CPD kill Black children and then try to hold other Black children responsible? In Ty're King's case, his friends (financially, in the family's wrongful death lawsuit); in Julius Tate, Jr.'s case, his girlfriend Masonique (criminally).

I believe in de-escalation and community and social services instead of aggressive over-policing, especially in Black and brown communities. I worry very much about people who are experiencing mental health crisis but receive a visit from a CPD officer instead of a social worker or mental health professional.

I am sick and tired of the arrogance and violence of CPD officers. These problems are systemic and institutional. We need radical change into Columbus.

Kevin Truitt

**Friedman, Adam S.**

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**From:** Stephen David <stephencdavid@gmail.com>  
**Sent:** Wednesday, June 05, 2019 5:44 PM  
**To:** Community Safety Advisory Commission  
**Subject:** 6.5.19 Testimony  
**Attachments:** 2019\_0605SDavid\_SafetyCommissionTestimony.pdf

Hello,

My name is Stephen David, and I will be giving testimony at the hearing this evening. Thank you for the opportunity, and I look forward to speaking with you.

Best regards,  
Stephen

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**Stephen David, LSW**  
[stephencdavid@gmail.com](mailto:stephencdavid@gmail.com)  
(c) 330.421.2583

## **Community Safety Advisory Commission Testimony**

**Stephen David, LSW**

**6.5.19**

Dear Members of the Community Safety Advisory Commission. My name is Stephen David, I am a social worker, and I live at 166 E Welch Ave in Merion Village. Thank you for holding this hearing, and for the opportunity to provide testimony.

Every morning when I walk my dog I resolve to pick up one piece of litter from the streets of my neighborhood. This practice took on a different meaning for me the last time I did a ride along with Columbus Police in the 13th Precinct where I live.

I was with a group of four officers when they stopped a car on South High St. After searching the vehicle, the officer I was with took off his latex gloves, and simply discarded them on the curb. That moment has stuck with me, as it spoke to me about his perception of the neighborhood, one that he drove forty-five minutes from outside the city into every evening. Coming from his suburban home into Reeb Hosack, it was little surprise to me that he found it acceptable to discard his glove as litter.

This is obviously an insignificant incident in the context of our conversation today. But now when I walk my dog in the morning, and I come across a pair of discarded blue gloves, my mind is taken to bigger issues. I can't help but think about Jaron Thomas calling for an ambulance during a mental health crisis, and then being beaten to death by the officers who arrived. Or Donna Dalton being abducted by an VICE officer and then murdered when she tried to escape. Or seventeen year old Masonique Saunder, who is currently sitting in jail, despite not being physically present when police shot and killed her boyfriend.

I lift up these stories, because I believe they cannot be separated from this insignificant act of littering a pair of gloves in my neighborhood. The small action of police officers, and their relationships to our neighborhoods, cannot be separated from this larger crisis of confidence, and well perceived culture of impunity that protects police in this city.

I believe bold action needs to be taken in order to change the culture of policing in our city. I would like to see a deliberate shift to multi-disciplinary teams that can involve the dispatch of social workers, community connectors and health workers, whose practice can link to upstream interventions that address the roots of violence and need in our communities.

Rather than make recommendations to the mayor that will involve more funding for training and equipment for police, I would like to see public dollars directed away from the Division of Police and into Public Health and Parks programing that promote violence interruption, restorative practices, and healing from trauma. There is no shortage of models available to reimagine how we response to the public safety, if we are willing to reinvest our public resources.

**Friedman, Adam S.**

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**From:** Deborah A. Crawford <crawford@columbus.rr.com>  
**Sent:** Wednesday, June 05, 2019 8:48 PM  
**To:** Community Safety Advisory Commission  
**Cc:** Friedman, Adam S.  
**Subject:** Public comment - June 5, 2019 - two attachments  
**Attachments:** June 5 Testimony to Safety Commission - Crawford.docx; Police Reform 10-18-2018.pdf

Here is my testimony submitted today and the referenced clergy recommendations and rationale.  
Thank you.  
Deborah Crawford

Testimony and attached PDF document (Police Reform 10-18-18) submitted 6/5/19 to the Columbus Safety Advisory Commission by:  
Deborah A. Crawford  
33 Glencoe Road  
Columbus, OH 43214  
[crawford@columbus.rr.com](mailto:crawford@columbus.rr.com)  
614-263-7491

I am speaking as a private citizen seeking safety and justice for all citizens, regardless of their zip code. I know that is what all of you want also.

I have been seriously studying racism in the criminal justice system for six years. I've talked with everyday folks, City Council members, activists, two sitting Chiefs of Police, college professors and researchers, civil rights lawyers, journalists, and Columbus police officials. I've had a long career in community health, a B.A. in Criminal Justice and two Masters in Social Work and Public Administration.

The Mayor started the Commission with the stated purpose to bridge the gap between the community and law enforcement. This gap is historical and present-day, and backed up by piles of solid data that show a national pattern of racial profiling, abuse of force, lack of procedural justice, lack of accountability for dangerous officers and racial discrimination within departments. Real and measurable police reform is not just a Columbus challenge, it is a nationwide challenge.

Racial discrimination is well- documented throughout the criminal and juvenile justice systems, it is imbedded in our culture and it is imbedded in Columbus. It is also imbedded in our police union contracts and local prosecutor offices.

Not in Columbus you say? Not so. Just one example<sup>1 2</sup>, in October 2018 over 20 diverse religious leaders had the courage to hold a press conference demanding change on City Hall steps after hearing terrible stories from their church members about discrimination **both within Columbus Police among officers and by Columbus Police with citizens.**<sup>3</sup> I would have thought the Commission would have discussed at length the clergy recommendations and their rationales. I did not hear it. I also never heard a real and honest conversation about "driving while black", "walking while black" in Columbus or, the fear of merely driving or being stopped

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<sup>1</sup> 2016 case at the Ohio Civil Rights Commission: Investigations by both CDP and the Commission determined that Sgt. Eric Moore called Black officers racially charged names, with the Commission further finding that Officer Moore once spoke of killing Black officers. When other officers were interviewed about Moore's attitude toward blacks, they told investigators he would refer to black people as apes and monkeys, according to an internal police investigation. The Dispatch reported in October 2017 that Officer Moore had been rehired by CDP and to my knowledge, is still a CDP officer.

<sup>2</sup> Over the last 30 to 40 years, the U.S. Dept. of Justice charged Columbus Police with alleged patterns of racial hiring discrimination; using excessive force; making false arrests; lodging false charges; and conducting improper searches and seizures. As an example of how difficult real change is, in about 1985, Columbus Police was required, due to DOJ charges of racial discrimination in hiring, to have 50% of recruits be people of color. I was told the EEO records were no longer available, but that in 1985, 50% of the recruits were people of color and 50% were white and this is documented on the photos. The 2017 CDP Annual Report shows that 10% of the sworn officers are Black, and 1% are Asian, 1% Hispanic, 1% Indian and 1% Other.

<sup>3</sup> 10-18-18 Clergy recommendations as separate attachment to this submission. For more info on recommendations (PDF) contact Rev. Dr. Timothy C. Ahrens, Senior Minister, First Congregational Church, UCC, 444 E. Broad St., Columbus, OH 43215, Church: 614-228-1741 x 13



in a neighborhood when you don't look like the people who live in that neighborhood. Any person of color in Columbus has either experienced this personally, repeatedly, or knows people of color who have.

When I started this journey six years ago, my goal was to work toward making the Columbus Police the most fair, respected force in the nation, trusted by all Columbus citizens. When I approached several Columbus police leaders and officers with this idea, I was repeatedly told in some fashion, we're not perfect, but we're close.

**We are not close.**

And reform recommendations that this Commission puts out will not get us closer unless you recommend that an independent community and citizen body monitor Columbus Police and this body assures that progress is objectively reviewed, transparent, ongoing, intentional and relentless. All of you know that most plans sit on the shelf without constant monitoring. Reform recommendations and others like them cannot sit on the shelf.

There is well-documented research on what makes an effective civilian oversight body that actually builds public trust through accountability and transparency. A critical factor to success in the research is **independence from law enforcement.**<sup>4</sup>

Your hard work over the last year is just the beginning of the road to real change. Please don't let this work be for nothing. There is too much at stake for the future of Columbus.

[See separately submitted **10-18-18 Clergy recommendations and their rationales** as an attachment to this submission.]

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<sup>4</sup> How Civilian Review Boards Can Further Police Accountability and Improve Community Relations, June 2018, Scholars Strategy Network, *"A number of factors further or undercut the effectiveness of civilian oversight boards. The key to their success, however, is independence from law enforcement – which is necessary to ensure unbiased reviews of cases. Boards need to have the authority to either discipline officers or recommend discipline of officers that department leaders will then enforce. Finally, boards need to have sufficient resources of funding and manpower to effectively oversee departmental activities. Although it is the most expensive type of oversight body, the investigator-focused model is best equipped to enforce police accountability, because this type has the expertise, authority, and independence necessary to conduct credible and thorough investigations."* <https://scholars.org/brief/how-civilian-review-boards-can-further-police-accountability-and-improve-community-relations>

To: Mayor Andrew Ginther

Date: October 18, 2018

We, the undersigned Religious Leaders in the City of Columbus, submit the following expectations for administrative changes to be included within the Columbus Division of Police (CPD) to benefit officers employed and the community they serve and protect. It is our expectation to work with the Fraternal Order of Police and interested parties to reach consensus to benefit all. It is acutely apparent not **all officers and community citizens are treated with the same respect, dignity, and equality that anti-discrimination laws mandate**. Hence, we are pressing for **the following administrative changes that are crucial in navigating CPD into alignment where all citizens in Columbus will be treated fairly**.

Changes to **improve working conditions for minority police officers**:

1. Direct Equal Employment Opportunity (EEO) complaints to the EEO office within the City of Columbus Human Resources Department, instead of the CPD's Internal Affairs Bureau (IAB).
2. Eliminate the subjectivity that currently affects the way Rules of Conduct violations are determined and discipline is subsequently dispensed. Predetermine the disciplinary action for each violation of the Rules of Conduct, and apply the discipline uniformly. Implement the IAB Police Executive Research Forum (PERF) recommendations.
3. Create an avenue separate from the CPD that Division personnel can use to report incidents of CPD corruption.

Changes to **improve interactions of police officers with community members**:

4. Direct community (aka Citizen) complaint investigations conducted by the Internal Affairs Bureau involving racial profiling and discrimination to be reviewed by the City of Columbus EEO office for thoroughness, objectivity, and fairness.
5. Require psychological counseling for an extended period of time, plus drug and alcohol testing, for officers whose intentional discharge of their firearm results in injury to others.
6. Request that the State of Ohio Bureau of Criminal Investigation (BCI) investigate an officer's intentional discharge of their firearm that results in death.
7. Mandate that the Community Reconciliation Training course that will be submitted to and approved by the Ohio Counselor, Social Worker and Marriage and Family Therapist Board, be implemented in each CPD Precinct.

We are requesting to meet with you within 30 days to address these critical issues facing our community, that irrefutably need some Urgent and Immediate resolve.

Respectfully submitted,

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*The following pages provide more background and details for successful implementation of these recommendations.*

## **Expectation #1 - EEO Complaints**

### **BACKGROUND**

In the past, under Mayor Coleman and until the process was changed by the previous Safety Director, Mitchell Brown, EEO complaints were investigated by the City of Columbus EEO Office. At some point, the process was changed and the IAB was given the responsibility. We believe this is outside the scope of the duties of IAB and leaves the officers open to inappropriate retaliation when they file complaints.

The employees at the IAB currently conducting these investigations have no outside training in EEO compliance. They investigate these complaints in the same manner as other investigations, not taking into consideration the nuances that are associated with discriminatory employment practices.

### **DETAILS**

One of the main issues in this process reflects investigators are not properly trained and often focus the investigation on the victim of the discrimination rather than the perpetrator. As a result, the investigation leads to a finding of 'unfounded' or 'not sustained' so there is no accountability for the discriminatory actions.

The victim is often retaliated against, by having a different investigation initiated accusing them of misconduct. The most difficult result of the current system is that minority officers (and sometimes nonminority officers) risk retaliation in the form of lost opportunities, unwarranted discipline, and general retaliatory acts by the original perpetrator.

### **EXAMPLES**

[September 2014] A male white officer (Officer) reported that a male white sergeant (Sergeant) called black officers "niggers" and stated that he needed to "take their monkey asses out back and kill them." (Shaw v. City of Columbus, Page #4, §13) Instead of investigating the allegation against the Sergeant, CPD opened an investigation into the Officer, based on statements the Officer made about his and the Sergeant's abuse of their access to CPD equipment. CPD also investigated the timing of the Officer reporting the misconduct. (Page #4, §15)

[October 2014] A male black officer (Officer) filed an EEO complaint against a male white lieutenant (Lieutenant) for discrimination, retaliation, and hostile work environment. The Lieutenant sent a negative recommendation to the Field Training Officer (FTO) Coordinator causing a denial of a previously approved FTO application, based partially on the Officer's ethnicity. The stated reason was that his accent would not be understandable by the trainees. The IAB investigator conducted the investigation in a manner that focused on the Officer's behavior instead of the behavior of the Lieutenant under investigation. The Officer was given a negative performance evaluation and placed on an improvement action plan, even though his previous evaluations showed no issues.

## **Expectation #1 – cont.**

### *EXAMPLES – cont.*

[October 2016] A female black officer (Officer) reported to her immediate supervisor and a Division Commander that she was being discriminated against and was working in a hostile work environment. The immediate supervisor initiated an investigation on charges of insubordination and reporting misconduct outside of the chain of command. Chief Jacobs determined that the Officer failed to obey an order and gave her a written reprimand. The Officer's original complaint filed against the immediate supervisor was deemed unfounded. The Officer complained during the process of the EEO investigation that she was retaliated against by the IAB Commander. Chief Jacobs failed to have the IAB allegation of retaliation against the IAB Commander investigated thoroughly; therefore, that allegation was deemed to be unfounded. (IAB investigation #201611-1030)

[December 2017] A female black lieutenant (Lieutenant) reported to the Chief of Police that a female white commander (Commander) retaliated against a female black officer (Officer) after she filed a discrimination complaint against a white sergeant (Sergeant). The IAB investigation into the Commander's actions was not properly investigated. The Chief of Police determined that the allegation was unfounded. The Lieutenant was targeted with complaints solicited from other officers and an investigation was initiated (*McFadden v. City of Columbus*).

## **Expectation #2 - Disparity in Discipline**

### *BACKGROUND*

Each supervisor individually determines which rule of conduct an officer is charged with violating. The rule of conduct chosen determines what discipline the officer will receive, based on what the Discipline Tracking Database has listed as past discipline for that rule of conduct (see FOP Contract description and Directives). The current discipline tracking system results in disparate outcomes for minority officers (examples listed below). Chief Jackson noted this disparity in his Executive Staff Newsletter for several years, indicating that minority and female officers were being disciplined at a higher rate, but failed to change the system (see newsletters).

In 2016, the Police Executive Research Forum (PERF Report) conducted an evaluation of the IAB. They recommended that the investigators assigned to IAB should receive better training and should be comprised of investigators who reflect the values and diversity of the community they service. We would like to see these recommendations implemented.

### *DETAILS*

The solution for this discrimination lies in eliminating subjectivity by looking at the conduct rather than allowing the supervisor to pick and choose the rule of conduct based on individual bias. The discipline for each Rule of Conduct should be predetermined and any deviation would require justification in writing.

The manner in which investigations are conducted significantly affects the disciplinary outcome as well. Currently, the IAB investigator has control over the order of interviews in the investigation. Investigated officers (Focus) are contractually entitled to review any information that has been collected prior to being interviewed. Allowing the Focus to review the information prior to being interviewed is a significant advantage for them. This advantage is at the investigator's discretion and the determination of the order of interviews is subjective and can have a significant impact on the outcome of the investigation. This rule is not being applied uniformly across all investigations.

An advisory board, or designee outside CPD control such as an ombudsman who is a retired judge, should conduct an annual audit of disciplinary actions, with demographics to ensure discipline is applied uniformly. Reviews should be on a regular basis, with reviewed cases selected randomly from both intake calls and completed cases.

The U.S. Department of Justice has routinely mandated the creation of an external oversight component in consent decrees and memoranda of agreement during the past 15 years. These documents can provide an excellent resource for establishing the oversight mechanism.

## **Expectation #2 – cont.**

### *EXAMPLES*

1)

A female black lieutenant was accused of using racially biased language. Chief Jacobs recommended she be terminated, receive a 240-hour suspension, and be demoted to the rank of police officer (ROC 1.48).

**BUT**

A male white sergeant called black officers “apes,” “monkeys,” and the N-word and threatened to kill them. Chief Jacobs gave him a written reprimand (Shaw v. City of Columbus)

**AND**

A male white sergeant threatened, on Facebook, to blow up Black Live Matters protestors with C-4 explosives. Chief Jacobs sent an email. (IAB Investigation #201607-1026)

2)

A male black officer was sustained on charges for getting paid for work he did not perform. He was terminated (ROC 1.04).

**BUT**

Two male white sergeants were sustained on charges for getting paid for work they did not perform. They received a six-week suspension (They were not charged under R.O.C. 1.04)

### **Expectation #3 - Reporting of Police Corruption**

#### ***BACKGROUND***

Due to the interactive nature of various law enforcement arms of our different levels of government, a police officer who witnesses corruption within their department has no safe option for reporting that corruption. They are required to report it to their chain of command, who might be involved in the corruption. Even if they go to the Attorney General or the FBI, they are not guaranteed "whistleblower" protection because employees of the CPD work closely with employees of the other agencies.

#### ***DETAILS***

Biased and result-based investigations occur when an investigator starts with the desired conclusion and works backwards to seek out evidence that supports only the desired conclusion. If internal corruption is reported only internally, there is a huge probability that the allegation will not be investigated, let alone prosecuted.

We want the mayor's office to develop an anonymous reporting protocol that can ensure the officer's safety when reporting internal corruption. Minority officers are especially at risk, given the retribution they experience for challenging smaller rule violations. We believe that minority officers hold a unique position to both learn about and understand potential corruption, but their voices are silenced by the special intimidation they experience in the normal course of their employment.

#### ***EXAMPLES***

A male black officer complained about the way an IAB investigator conducted his investigation. Nothing happened as a result of this complaint (IAB Investigation #201411-1013). Another male black officer, in a different investigation, complained about the same IAB investigator not being impartial and investigating in a way as to influence the outcome (IAB Investigation #2013110227). Again, nothing happened. The investigator continued to work in IAB.

A female black lieutenant complained about the way an IAB investigator conducted a result-based investigation. The investigator was not removed from the IAB (Expert Witness Report/ IAB Investigation #201703-1015).

A female officer complained during the process of the EEO investigation that she was retaliated against by the IAB Commander. The IAB investigation into the Commander's actions was not properly investigated. The Chief of Police determined that the allegation was unfounded (IAB Investigation # 201611-1030).

### **Expectation #4 - Oversight of Citizen's Racial Profiling and Discrimination Complaints**

## BACKGROUND

Community (aka Citizen) complaints that involve discrimination or profiling are investigated by IAB. In the last ten years, all of these complaints have been determined to be unfounded, or not sustained. Most people who bring these complaints have no resources to pursue their complaints beyond the administrative level within CPD.

A 2016 audit of the IAB by the Police Executive Research Forum recommended many changes to the overall professional demeanor of the department, which have yet either to be installed, or more importantly, to make any difference in the outcome for the minority community (PERF report).

## DETAILS

The police department has proven that they cannot police themselves on these issues. We want to bring these complaints to light by adding oversight, and believe the EEO office at the City can do this.

The American Civil Liberties Union defines racial profiling as "the discriminatory practice by law enforcement officials of targeting individuals for suspicion of crime based on the individual's race, ethnicity, religion or national origin." Criminal profiling, generally, as practiced by police, is the reliance on a group of characteristics they believe to be associated with crime.

If data is being collected that reveals whether individual officers are discriminating against minority citizens, it is not available to review. We observe that Officers being sustained and disciplined for racial profiling or other discriminatory actions involving the public has been infrequent. We want officers' interactions with the community to be reported, to ensure and encourage non-discriminatory behavior.

## EXAMPLES

In 2000, the U.S. Department of Justice added a racial profiling complaint to its lawsuit accusing Columbus police officers of civil rights violations. According to the Associated Press, the complaint stated that from 1994 to 1999, blacks in Columbus were almost three times as likely as whites to be the subject of traffic stops in which one or more tickets were issued. Of the 300,000 motor vehicle, bicycle and pedestrian stops involving Columbus residents age 18 or older, 39 percent involved blacks, who make up 22 percent of the city's population (*US Department of Justice Charges Police with Racial Profiling in Columbus, Ohio*, AP Article 2000).

In 2001, a male black officer was the first to be charged for allegedly racially profiling a Latino man, which resulted in his termination (*Black Policeman 1<sup>st</sup> to Face Charge*, Columbus Dispatch 2001). Since that time, to our knowledge, there has not been another Columbus police officer charged with racial profiling.



## **Expectation #5 - Officers who intentionally discharge their firearm resulting in an injury**

### **BACKGROUND**

Most officers never discharge their weapons in the line of duty. Some officers use their weapons multiple times. One use can cause psychological trauma to the officer, but the employment culture prevents them from seeking treatment for that trauma. There is a stigma of weakness or insufficiency if they seek help. The initial assessment ordered with Dr. Douglas, CPD psychologist, is very soon after a shooting and determines whether an officer is fit to return to duty. The officer is likely to say whatever they need to in order to receive a healthy assessment. If they don't return to work, then everyone will know that they are "not ok." This trauma, however, can be a determining psychological factor in how an officer responds to a similar incident in the future. We are not confident that current trauma assessment procedures are sufficient to ensure an officer's well-being, or the well-being of the public they are entrusted to serve.

Currently, drug and alcohol testing of officers is allowed prior to employment, at any time there is reasonable suspicion of use, and during random testing periods. There is no provision for mandatory drug and alcohol testing of officers in police-involved shootings where the discharge was intentional and resulted in injury. It is common knowledge that the toxicology reports of the injured person becomes a major focus of the investigation, while very little emphasis is placed upon the officer's state of mind at the time of the incident.

From the National Institute of Mental Health: "Post Traumatic Stress Disorder (PTSD) is a disorder that develops in some people who have experienced a shocking, scary, or dangerous event. It is natural to feel afraid during and after a traumatic situation. Fear triggers many split-second changes in the body to help defend against danger or to avoid it. This "fight-or-flight" response is a typical reaction meant to protect a person from harm. Nearly everyone will experience a range of reactions after trauma, yet most people recover from initial symptoms naturally. Those who continue to experience problems may be diagnosed with PTSD. People who have PTSD may feel stressed or frightened even when they are not in danger."

According to the International Association of Chiefs of Police, police use of deadly force is a relatively infrequent occurrence, but its impact in some situations resonates throughout the community. If managed improperly, the post-event investigation can even exacerbate officer trauma and misinformation. Aside from the possible physical and emotional ramifications of the police shooting itself, a police officer who improperly or excessively employs force also faces the prospect of criminal liability. Family members, as well as some community groups, may challenge the officer's decision to use deadly force, and in some cases may initiate civil litigation directed at the officer, LEA, governing jurisdiction, or all of these entities.

### **DETAILS**

We recommend mandatory, ongoing counseling with a mental health provider of the officer's choosing. This would be required for every officer who intentionally discharges their weapon at another person. This would remove the stigma of seeking treatment and decrease the likelihood that future incidents will be impacted by any lingering impact of the initial trauma.

We want immediate mandatory drug and alcohol testing of officers whose intentional discharge of their weapons resulted in injury to another person.

## Expectation #5 – cont.

### EXAMPLES

Officer Bryan Mason was the subject of 47 reports involving force, including three shootings (one fatal) in the seven years prior to the September, 2016 fatal shooting of Tyre King, a 13 –year-old suspect in a robbery, who was carrying a BB gun, according to a database of internal affairs investigations obtained by *The Appeal*. In another news report, Mason had been the subject of more than 60 investigations, including 25 incidents in which citizens required medical attention, and was involved in two additional fatal shootings in 2009 and 2012, according to internal police documents obtained by Reuters. The family of Tyre King has filed a lawsuit against several parties, charging racial bias and excessive use of force. Bryan Mason continues to receive positive evaluations for his work from his supervisors.

*Columbus Free Press* reported that in the years 2013-2016, the Columbus Police killed 24 people, 20 of them black.

Mappingpoliceviolence.org lists the names of all Columbus citizens killed by the Columbus Police Department (CPD). Despite only 27.6 percent of Columbus' population being black, 83.3 percent of all people killed by cops were black (see chart).

Out of the 15 largest U.S. cities, Columbus ranks number one in percentage of police killing black people (see chart).

## **Expectation #6 – Use of Bureau of Criminal Investigations in cases of death**

### *BACKGROUND*

There is a level of accountability and integrity required during the investigation of a police officer involved in the death of a community member. It is hard to achieve this level when the case is reviewed by the department where the officer is employed. There should be comfort in knowing that justice will prevail from such actions. Assigning these investigations to other law enforcement agencies can bring integrity to the investigation and comfort the community while the investigation is completed.

### *DETAILS*

Even if the CPD completes an investigation in exactly the same manner as an outside agency, the level of trust by the community is immediately greater if there is no suspicion of favoritism or collusion to impact the outcome of the investigation. Because the Ohio Bureau of Criminal Investigation (BCI) is automatically available to local law enforcement agencies to call on in cases where their resources are not sufficient to complete an investigation, this is the natural path for these investigations to take. Other cities and states have installed similar rules to relinquish investigations of police-involved shootings to improve the integrity of these investigations.

### *EXAMPLES*

Pasadena, California Police Department: "The Department will relinquish the responsibility of criminal investigations to the Los Angeles County Sheriff's Department (LASD) for incidents resulting in injury or death (Pasadena SOP 310.4.1)."

Pennsylvania Attorney General: "The investigation should be conducted by an agency separate and independent from the law enforcement agency involved in the shooting, such as state police, county detectives or a neighboring jurisdiction."

Atlanta, Georgia Police Department: "Whenever the discharge of a firearm results in the physical injury or death of another the on-duty zone supervisor will immediately notify the Communications Section of the incident, request the Office of Professional Standards, notify the Georgia Bureau of Investigations, and the Homicide supervisor and respond to the scene. The zone supervisor will take control of the scene to ensure that the crime scene is secure, a crime scene log has been started and maintained, and all witnesses, (including officers) remain at the scene and separated until relieved by the responding Homicide supervisor."

State of Wisconsin: In 2014, the Wisconsin State Legislature passed a law requiring all officer-involved shootings (OIS) investigations be led by either an outside law enforcement agency or a state-run, independent OIS investigation unit made up of experienced law enforcement staff.

## **Expectation #7 - Community Reconciliation Training**

### **BACKGROUND**

Current diversity training in the department is offered only by police officers who serve as in-house trainers, who have learned from other police officers. The department is not taking advantage of best practices in the field of diversity training. In-house trainers are limited as to how much they can say within the scope of their job description. Much of the training needed is derived from research and strategies from the field of mental health.

In addition to the mental health symptoms of individuals who have encounters with law enforcement, those who witness these events directly or indirectly may also be impacted negatively. In an attempt to capture how racism and discrimination negatively impacts the physical and mental health of people of color, many scholars have coined the term "racial trauma" or race-based traumatic stress. Racial trauma may result from racial harassment, witnessing racial violence, or experiencing institutional racism (Bryant-Davis, & Ocampo, 2006; Comas-Díaz, 2016). The trauma may result in experiencing symptoms of depression, anxiety, low self-esteem, feelings of humiliation, poor concentration, or irritability (newspaper article).

A recent study sponsored by the University of Pennsylvania indicates that police killings of unarmed Black Americans are having a population-level impact on the mental health of Black Americans. According to researchers, the incidents may contribute to 1.7 additional poor mental health days per person every year, or 55 million more poor mental health days every year among Black Americans across the United States.

According to a report on The Impact of Racial Trauma on African Americans, Dr. Walter Smith summarizes decades of research on effects of racial trauma. Six main areas include: 1) increased vigilance and suspicion; 2) Increased sensitivity to threat; 3) Increased psychological and physiological symptoms; 4) Increased alcohol and drug usage; 5) Increased aggression; and 6) Narrowing sense of time.

### **DETAILS**

The Community Reconciliation Training program developed by law enforcement officers, law enforcement trainers, social workers, clergy and community members brings together small groups of 10-15 officers and 10-15 residents of the precinct for a day of learning about each other's roles, along with discussion of issues that prevent effective communication and mutual respect. The training consists of interactive learning and team-building exercises in order to build skills including communication, planning, problem-solving and conflict resolutions. The course helps facilitate long-term team building through fostering genuine connections, deeper discussions and processing. The course is pending submission and approval from the Ohio Counselor, Social Worker and Marriage and Family Therapist Board.

**Friedman, Adam S.**

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**From:** Emily Dunlap <emilydunlapao@gmail.com>  
**Sent:** Wednesday, June 05, 2019 8:53 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Attitudes and Perceptions about the Columbus Division of Police

Good evening, members of the community safety commission. Thank you for taking the time to read my comments.

My name is Emily Dunlap. I am a local nonprofit attorney. I work very closely with law enforcement at my job and professionally have forged successful relationships with local detectives and officers.

Off the clock and in the community, my interactions have been markedly different. I have volunteered as a Legal Observer for the past two and a half years. As a Legal Observer, my role is to attend protests, marches, vigils, and other public actions as a neutral third party to observe. My role is not as a participant in the action or to enforce any laws.

I was Observing the action in January 2017 when Columbus Police deployed pepper spray on students. Several Legal Observers were also sprayed. I have consistently seen aggressive and violent behavior, particularly toward community members of color. Police are quicker to become aggressive, threaten arrest, and escalate into violence when protestors are not white.

I was Observing at Stonewall Pride in 2017 when four queer and trans peaceful protestors of color were swiftly attacked and arrested when they stopped the Parade to ask for 7 minutes of silence. It was horrible and difficult to watch. In a matter of seconds the police had the four individuals on the ground, screaming at them. As a Legal Observer, clearly marked in my lime green NLG hat with a notebook in hand, I attempted to get information (name and date of birth) from an individual being arrested. In response, I was screamed at and told to back up. One officer moved me sharply with his arm. As I complied, I was pushed so hard by an officer in the back that I nearly fell over.

I filed an Internal Affairs complaint as a result of the incidents at Pride. I was told that the investigating officers were not interested in talking to me about how the officers treated the protestors, but they were interesting in speaking to me about what I had experienced. Throughout the internal affairs investigation I was blamed for what happened to me, spoken to condescendingly, and listened to ugly remarks about how I was not the "standard" person who filed complaints like these. Ultimately, the officer who nearly knocked me off my feet was exonerated for his conduct.

Police in Columbus must be community focused and trauma responsive. The Columbus Division of Police has a bad reputation locally and nationally. They have repeatedly put themselves in the spotlight for their bad acts. I hope to see the City of Columbus take these issues seriously and bring in leadership that will hold our officers to a much higher standard.

Thank you, again, for your time and contemplation.

Emily Dunlap

Sent while on the go, please forgive typos and brevity.

**Friedman, Adam S.**

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**From:** Community Safety Advisory Commission  
**Sent:** Wednesday, June 05, 2019 10:11 PM  
**To:** Community Safety Advisory Commission  
**Subject:** Community Safety Advisory Commission

Data from form "Contact" was received on 6/5/2019 10:11:03 PM.

Design a new form.

Field	Value
Nominee First Name	Amanda Hays
Nominee Last Name	emailalhays@gmail.com
Describe reason for nomination	<p>Here is the text of my message this afternoon:</p> <p>Good afternoon. My name is Amanda Hays, and I am the intern minister at First Unitarian Universalist Church.</p> <p>In my faith tradition, we acknowledge that power corrupts. I have power as a minister, but if I go off the rails, my congregation can use the democratic process to remove me. We all need accountability, and we need more accountability the more power we have.</p> <p>A gun and a badge is a lot of power, but unfortunately, in Columbus police do not have the accountability they need. When complaints are filed, the Columbus Police investigate themselves.</p> <p>Other cities have standing civilian review boards.</p> <p>The closest we have to a "civilian review board" in Columbus is a grand jury process that until last year had never in 20 years indicted one officer. I don't mean they never convicted an officer. I mean that in 20 years, they never once said there was enough evidence to take an officer to trial. Even though in the past 8 years alone, at least 50 people have been killed by the Columbus Police.</p> <p>Martin Luther King Jr. said that true peace is not the absence of tension but the presence of justice. 20 years without an indictment may sound like peace, but when people are dying in the streets, it's not justice. It's not true peace.</p> <p>It's not justice when there is no indictment for 20 years until last year, a black officer killed a white woman and was indicted.</p> <p>I am glad to see the death of Donna Dalton taken seriously, but what about all the others? What about Ty're King? He was 13 years old. Judge, jury, and executioner is too much power for one person to hold. The police cannot police themselves.</p> <p>We need accountability appropriate to the power that we give the police. We need a standing civilian review board with real authority.</p>

Field	Value
	<p>I say we need a *standing* civilian review board because there is not a one-time fix. Commission members, you are turning in your recommendations and disbanding in a few weeks, but who will hold the city accountable for following them?</p> <p>I say we need a standing civilian review board with *real authority* because I have attended quite a number of your commission meetings. So I saw that the agenda for the meetings was set by the city, not the commission members. And saw that most of the agenda was presentations by city employees defending the status quo. And I saw that when the commission members would start getting into a productive discussion about what changes might be needed, Janet Jackson, the chair of the commission, would say that they had to go on to the next part of the agenda.</p> <p>The police cannot police themselves. We need a standing civilian review board with real authority.</p>

Email "Community Safety Advisory Commission" originally sent to [communitysafetycommission@columbus.gov](mailto:communitysafetycommission@columbus.gov) from [communitysafetycommission@columbus.gov](mailto:communitysafetycommission@columbus.gov) on 6/5/2019 10:11:03 PM.

**Friedman, Adam S.**

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**From:** Lisa L. Defendierfer  
**Sent:** Thursday, June 06, 2019 9:06 AM  
**To:** Community Safety Advisory Commission  
**Subject:** Copy of 6/5/19 Testimony  
**Attachments:** Testimony.docx

Community Safety Commission Members,

I appreciate you giving the public an opportunity to share our perspectives with you on June 5<sup>th</sup>. Attached is a copy of the testimony that I provided to you all yesterday afternoon.

Lisa

Lisa Defendiefer, Deputy Director of Operations & Advocacy  
Capital Crossroads and Discovery SIDs  
23 N. Fourth St.  
Columbus, OH 43215  
614-591-4508  
[DowntownServices.org/](http://DowntownServices.org/)





Good afternoon, Advisory Council Commission members,

Thank you for the opportunity to provide input at today's public forum.

My name is Lisa Defendieffer. I am the deputy director of operations and advocacy for Capital Crossroads and Discovery Special Improvement Districts downtown. Capital Crossroads and Discovery SIDs represent 780 property owners in an 80-square block area of downtown. They invest nearly \$2.75 million annually in supplemental safety and cleaning services.

The SID team comprised of uniformed ambassadors, homeless outreach specialists and special duty police officers have traditionally been successful at addressing safety and quality of life issues with the help of social service providers, 16<sup>th</sup> precinct officers and the city attorney's office. Unfortunately, we are finding it increasingly difficult to keep up with the growing number of issues downtown.

Downtown property owners, employees, visitors and residents are alarmed about the increase in the number of people on the street who are in crisis. In the last few years, we have seen a substantial increase in the number of people experiencing homelessness, people suffering from severe mental health problems, individuals dealing drugs, using drugs and committing crimes to support their addictions.

It is critical that these issues be addressed downtown. Downtown's health and the health of those individuals living on downtown's streets will suffer if no additional resources are committed to assisting people who are in crisis. If downtown suffers, the city's tax base will surely suffer. Although the downtown represents less than one-half percent of the city's land mass, 17% of the city's jobs are downtown which contribute at least 17% to the city's income tax base. It's important that jobs don't leave downtown. If they do, they likely will leave the city's tax jurisdiction.

I'm here today to suggest the city invest in the following resources that will either help either de-escalate a crisis or prevent it from happening in the first place. Specifically, I'd like to suggest the city:

1. Continue providing mental health and crisis intervention training to all police officers who are attending the police academy.
2. Ensure that all CIT officers receive some refresher crisis intervention training.
3. Assign an additional two police bike officers to downtown who can provide a proactive police presence, build relationships with people living and working downtown, serve as a reassuring presence and work with the SID to help individuals in need get connected to services.
4. Expand the current Mobile Crisis Response Unit so that at least two teams comprised of a CIT officer and Netcare clinician be assigned to downtown's 16<sup>th</sup> precinct. The teams would be able to consistently engage people in crisis or are on the verge of a crisis downtown because of housing needs, poor mental and physical health and/or addictions issues. The team would also be able to work with staff members at properties such as the YMCA, Southeast, churches, Greyhound and Faith Mission who have identified people they feel are at-risk.
5. Continue staffing the Rapid Response Emergency Addiction and Crisis Team to ensure co-responder teams can help people facing an opiate crisis.

Thank you for listening to my suggestions and perspective today.

**Friedman, Adam S.**

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**From:** Community Safety Advisory Commission  
**Sent:** Thursday, June 06, 2019 9:52 AM  
**To:** Community Safety Advisory Commission  
**Subject:** Community Safety Advisory Commission

Data from form "Contact" was received on 6/6/2019 9:51:57 AM.

Design a new form.

Field	Value
Nominee First Name	Phil Gasper
Nominee Last Name	ptgasper@gmail.com
Describe reason for nomination	First I wanted to say thank you for the time and effort you've put into the commission.  I wanted to ask if you had an idea when minutes would be posted? Thanks!

Email "Community Safety Advisory Commission" originally sent to [communitysafetycommission@columbus.gov](mailto:communitysafetycommission@columbus.gov) from [communitysafetycommission@columbus.gov](mailto:communitysafetycommission@columbus.gov) on 6/6/2019 9:51:57 AM.

**Friedman, Adam S.**

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**From:** cheekum1@aol.com  
**Sent:** Thursday, June 06, 2019 10:13 AM  
**To:** Community Safety Advisory Commission  
**Subject:** Re: RE: Mayor Ginther

The worthless mayor didn't even bother to show. That shows how much he cares.

-----Original Message-----

**From:** Community Safety Advisory Commission <CommunitySafetyCommission@columbus.gov>  
**To:** cheekum1 <cheekum1@aol.com>  
**Sent:** Wed, Jun 5, 2019 10:31 AM  
**Subject:** RE: Mayor Ginther

Thank you for your feedback and commentary. I will present your comments to Chair Janet Jackson at tonight's public forum.

Respectfully,

Adam S. Friedman, Esq.

Senior Policy Advisor

ASFriedman@Columbus.gov

**Direct:** 614-645-5537

**Fax:** 614-725-7668

City Hall - Mayor's Office

90 W. Broad Street, 1st Floor  
Columbus, OH 43215

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**From:** cheekum1 [mailto:cheekum1@aol.com]  
**Sent:** Friday, May 24, 2019 1:34 PM  
**To:** Community Safety Advisory Commission <CommunitySafetyCommission@columbus.gov>  
**Subject:** Mayor Ginther

It doesn't seem to matter what happens. As far as mayor Ginther is concerned police are always guilty until proven innocent. He is so bias it's incredible. How could a mayor have such an attitude. You should try and be neutral and not always find the officers guilty. I will never vote for him. I would vote for my cat before I go to for him for mayor.

Sent from my Sprint Phone.